

CHULA VISTA
POST OFFICE BOX 697



FIRE FIGHTERS
CHULA VISTA, CA 91910

LOCAL 2180, L.A.F.F.

PROPOSALS:

IAFF submits the instant proposal for article 2.14 EDUCATION INCENTIVE PAY.

CURRENT LANGUAGE:

2.14 EDUCATION INCENTIVE PAY

I. Employees represented by Local 2180 shall be entitled to education incentive pay as detailed below:

- A. Upon verification that a represented employee has completed course work for and received an Associates degree, or completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has five (5) years experience, the employee shall receive \$200 per month in education incentive pay.
- B. Upon verification that a represented employee has completed course work for and received a Bachelors degree, or completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has ten (10) years experience, the employee shall receive \$300 per month in education incentive pay.
- C. Upon verification that a represented employee has completed course work for and received a Master degree, the employee shall receive \$400 per month in education incentive pay.
- D. The amount of educational incentive pay will not be cumulative.

CONCERN:

Proposal creates a new article called "Incentive Pay." It moves "Education Pay" to a newly created paragraph A. "Education. It also creates two new paragraphs: B. "Wellness" and C. "Specialty."

Paragraph A - There are other state and nationally- recognized agencies that offer training and education for Fire Service Professionals. The two categories are added to recognize them into the MOU.

Paragraph B- The participation of represented employees to the Wellness Program saves the City money on injuries/ illnesses to the employee. It also saves the City money on Constant Staffing hours to backfill an ill or injured employee. The more participants equate to increased savings to the City. This paragraph seeks to incentivize participation to increase savings to the City.

Paragraph C, 1. Fire Investigation Premium Pay- Current pay for Fire Investigators is not PERS-able. This paragraph seeks to keep the Fire Investigation Premium Pay equal to the previous pay.

Paragraph C, 2. Canine Officer/ Animal Premium Pay- Current pay for Canine Officers is not PERS-able. This paragraph seeks to keep the Canine Officer/ Animal Premium Pay equal to the previous pay.

Paragraph C, 3. Safety Officer Training / Coordinator Premium / Training Premium- Those represented employees who possess certificates to instruct from recognized state and national agencies often use their own money to maintain their instructor certifications.

PROPOSAL:

2.14 ~~EDUCATION~~ INCENTIVE PAY

A. EDUCATION

Employees represented by Local 2180 shall be entitled to education incentive pay as detailed below:

- I. Upon verification that a represented employee has: ~~completed course work for and received an Associates degree, or~~
 - A. Completed course work for and received an Associates degree, or
 - B. Completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has five (5) years experience, or
 - C. Completed FFI and FFII per State Fire Training, or
 - D. Completed Fire Prevention Officer and Fire Investigator I per State Fire Training.

The employee shall receive \$200 per month in education incentive pay.

- II. Upon verification that a represented employee has:
 - A. Completed course work for and received a Bachelor's degree, or
 - B. Completed 30 unites of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has ten (10) years experience, or
 - C. Completed Fire Officer per State Fire Training, or

D. Completed Fire Protection Specialist and Fire Investigator II per State Fire Training.

The employee shall receive \$300 per month in education incentive pay.

III. Upon verification that a represented employee has:

A. Completed course work for and received a Master's degree, or

B. Completed Chief Fire Officer per State Fire Training, or

C. Completed Plans Examiner per State Fire Training, or

D. Completed Center for Public Safety Excellence Accreditation

The employee shall receive \$400 per month in education incentive pay.

The amount of education incentive pay will not be cumulative.

B. WELLNESS PROGRAM

Represented employees shall receive \$50 per pay period if the employee meets the minimum standard requirements set forth by the Wellness Physician / Exercise Specialist as per IAFC/IAFF Fire Service Joint Labor Management Wellness Fitness Initiative.

C. Specialty Pay

I. Fire Investigator Premium Pay – Active members of the Fire Investigation Unit shall be compensated at a rate of 8% of their base pay and shall be PERSable for the purpose of calculating pension benefits. This Fire Investigations Specialty pay shall be paid in addition to the negotiated Fire Investigations Stand-by pay and consequent over-time as a result of any callbacks.

II. Canine Officer / Animal Premium Pay – The Canine handler will be paid at a rate of 13% of their base pay when the handler is assigned a canine and shall be PERSable for the purpose of calculating pension benefits. This Canine Handler Specialty pay shall be paid in addition to the negotiated Fire Investigations Stand-by pay and consequent over-time as a result of any callbacks.

III. Safety Officer Training / Coordinator Premium / Training Premium – Represented employees who are routinely and consistently assigned to train employees, who are routinely and consistently assigned to instruct personnel in safety procedures, and maintain current instructor certifications (i.e. State Fire

Training, FEMA, etc.) from a local, county, state, or federal organization will be paid 2%.

RESULTS:

Proposal creates a new article called “Incentive Pay.” It moves “Education Pay” to a newly created paragraph A. “Education. It also creates two new paragraphs: B. “Wellness” and C. “Specialty.”

Paragraph A – Represented employees should be compensated for state and national training which is equivalent to its respective degrees. State Fire Training and Center for Public Service Excellence are both recognized as leaders in education for Fire Service Professionals.

Paragraph B- The participation of represented employees to the Wellness Program saves the City money on injuries/ illnesses to the employee. It also saves the City money on Constant Staffing hours to backfill an ill or injured employee. The more participants equate to increased savings to the City. This paragraph seeks to incentivize participation to increase savings to the City.

Paragraph C, 1. Fire Investigation Premium Pay- Fire Investigations is and integral part of Fire Prevention and should be compensated in a manner which is reportable to PERS.

Paragraph C, 2. Canine Officer/ Animal Premium Pay- Dog handlers have engaged in a commitment to the serviceable life of their partner. This union benefits the City and as a matter of daily coursework should be reportable to PERS.

Paragraph C, 3. Safety Officer Training / Coordinator Premium / Training Premium- Certificated Instructors should receive pay to assist in maintaining certifications. The classes these instructors teach are a source of external income to the City and save the City money due to Training Division not having to pay external instructors to teach In Service Training for quality instruction.